



# **DISA ASSESSMENT PROGRAM AN OVERVIEW**

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**Worldwide Joint Training Conference  
17 – 19 September 2002**



# Outline

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- **DISA Overview**
- **DISA Performance and Readiness Context**
- **How DISA Supports Joint Training**
- **How DISA is Assessed**
  - **Training Assessment**
- **Next Steps**



# DISA Overview

## QDR GOALS

- Protect Critical Bases of Operations
- Leverage Information Technology
- Conduct Information Operations
- Enhance Space Operations
- Project Power in Denied Areas
- Deny Enemies Sanctuary

## WHO WE SERVE

- President and Vice President
- SecDef, OSD, Joint Staff
- Combatant Commanders and JTFs
- Deployed forces below JTF
- Services
- Defense Agencies
- Intelligence Community
- Federal Agencies (via NCS)

## DISA MISSIONS

### CORE:

### Joint C4 Missions:

- Communications
- Command & Control
- Defensive Information Operations
- Combat Support Computing
- Joint Interoperability Support

White House  
Support

Defense  
Technical  
Information  
Center

Electronic  
Commerce &  
Business

Enterprise  
Acquisition  
Services

At over 50 sites  
worldwide

Civilian: ~6,000 billets

Military: ~1,900 billets:

White House: ~880

Outsourced (% \$ ):

- Comms ~ 85%

- C2 ~ 80%

- Defensive IO ~ 85%

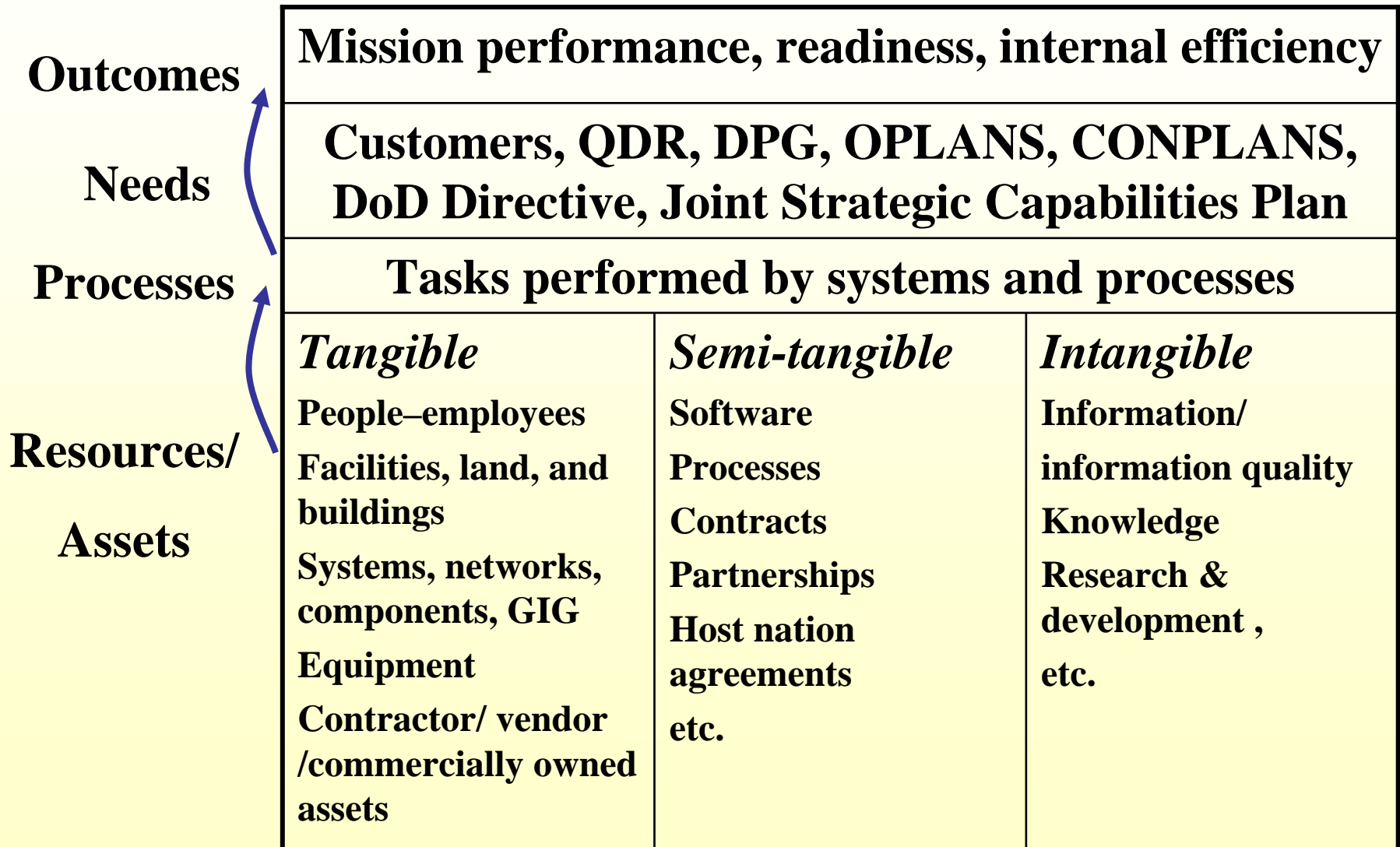
- Computing ~70%

- Interoperability  
Support ~ 80%.

***Mission: Planning, developing, fielding, operating, and supporting command, control, communications, and information systems that serve the needs of the Department of Defense under all conditions of peace and war. ...***



# DISA Performance and Readiness





# Readiness vs Performance

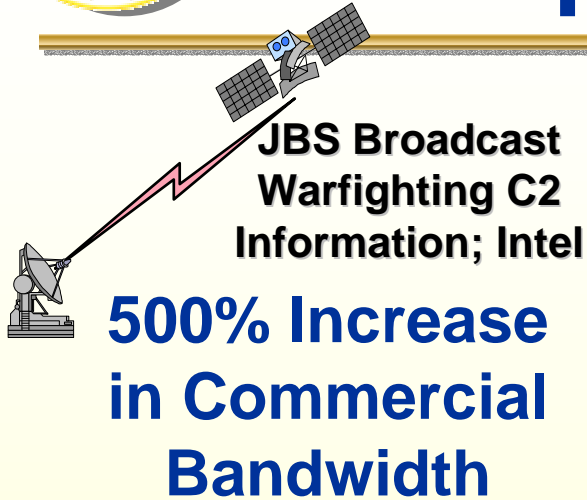
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- “Government must be results-oriented - guided not by process but by performance” President G. W. Bush
- Characterizing DISA’s readiness – performance based:
  - Combat support agency
    - Planning, developing, fielding, operating, and supporting command, control, communications, and information systems
  - Global 24 x 7 x 365 operations – DISA goes to war every day
  - Customer focused – measured by support to customers
    - Customer requirements = DISA requirements



# DISA Performance Response

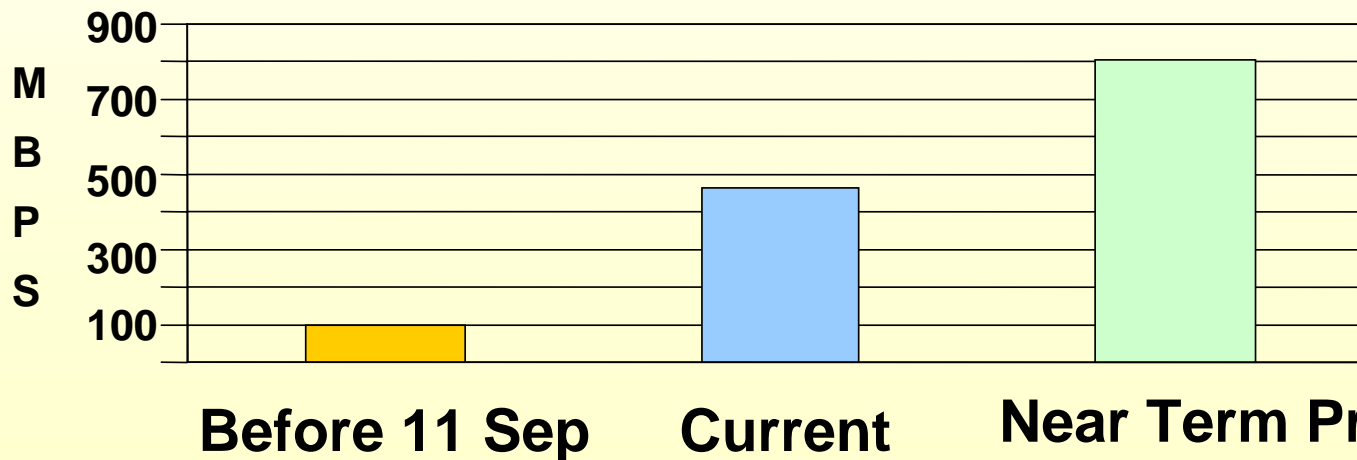
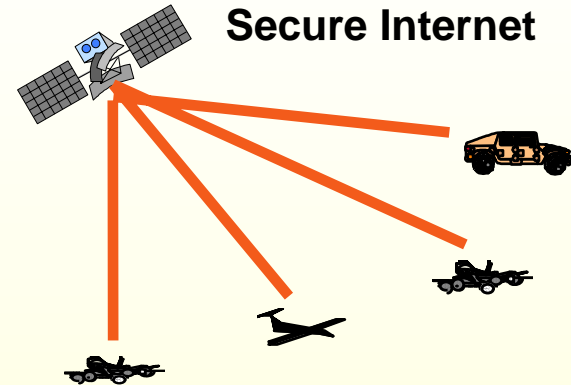
## Example Enduring Freedom SATCOM Support



Real-Time Reconnaissance Data Feeds



High Bandwidth Secure Internet



**“The No. 1 technology challenge facing warfighters in Afghanistan is the need for more bandwidth.” - Maj Gen Croom, Vice Director for C3 systems - Joint Chiefs**



# DISA Supports Joint Training

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- **Joint Exercises**

- **DISA supports all unified combatant commanders**
  - **DISA's efforts reflected in their exercise and training documents**
- **DISA heavily involved in planning, execution, and assessment of joint exercises (e.g., Millennium Challenge, Roving Sands, Combined Endeavor, JUICE - Joint User Interoperability Communications Exercise)**
- **DISA JITC runs exercise DICE (DoD Interoperability Communications Exercise)**
  - **Plan, execute, assess**

**Above are DISA examples based on CJCSI 3500.01B "Joint Training Policy..."**



# DISA Supports Joint Training

- **Joint Training Course Management**
  - **DISA coordinates and ensures school houses get information they need for training**
    - **DISA doesn't run school houses**
  - **DISA coordinates and supports a DOD-wide IA education, training and awareness program**
  - **DISA is developing GCCS Master Training Plan**
    - **Identifies training requirements, responsibilities, and training infrastructure**
    - **Embedded training is first priority**
    - **Air Force is Single Service Training Manager**
      - **AETC coordinates technical training**
    - **GCCS Training Working Group co-chaired by J3/J6**

Above are DISA examples based on CJCSI 3500.01B "Joint Training Policy..."





# ***Draft DISA Mission Essential Task List (AMETL)\****

<b>Task</b>	<b>OPR</b>
Install, operate and manage a totally integrated, interoperable, protected, flexible, and reliable global telecommunications infrastructure	NS, OPS
Deliver information services to operational forces around the globe.	NS, OPS, APPS
Manage critical warfighting C2 and messaging applications in support of operational forces around the globe.	APPS
Manage DOD DSCS & commercial wide-band communications payloads in support of global strategic, theater, and tactical operating forces.	OPS, NS
Provide DOD-wide computing, data storage, and information services in support of global operational forces.	CS
Provide direct information assurance and computer network protection to global operational forces.	OPS, CIAE
Provide full service electromagnetic spectrum support to global operational forces.	OPS
Augment Combatant Commander J6 & deployed Joint Task Force-Joint Command Coordination Center (JTF-JCCC) with DISA provided network management and technical experts.	OPS, APPS,
Extend full service DISN point of presence in support of forward-deployed operational forces, as required.	OPS, NS

**\*In CSART 2001 Report**



# DISA Assessment Tools

Name	For	Purpose
Joint Monthly Readiness Review (JMRR)	Joint Chiefs	Readiness
Combat Support Agency Review Team (CSART)	SecDef, JCS (USC)	Readiness and responsiveness
Biennial Review of Defense Agencies	SecDef (USC)	Need, effectiveness, economics, and efficiency
DISA Annual Performance Plan and Report under Government Performance and Results Act (GPRA)	SecDef	Efficiency and effectiveness
Quarterly report to DEPSECDEF	DepSecDef	Performance
External (e.g., GAO & DoD IG audits)	SecDef, Congress	Efficiency and effectiveness
DISA 500 Day Plan process	Customers	Customer satisfaction



# **Performance Assessment - Customer Focus: 500 Day Plan**

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- **Speaks directly to needs of customers: combatant commanders, Services, agencies and functional communities**
  - Allows customers to assess our progress
- **Baseline for Director and Corporate Board to review progress and provide feedback**
  - Also speaks directly to DISA's work force
- **Execution overseen by new Customer Advocacy (CA) Directorate**
  - Assures high quality feedback
- **500 Day Action Plan 2002 coming to close; Action Plan II - being developed**



# **DISA Assessment Tools**

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- **DISA Training Assessment**
  - **DISA HR Strategic Plan with goals, objectives and measures**
  - **DISA workforce planning**
  - **COMPetency and Assessment Survey System (COMPASS)**



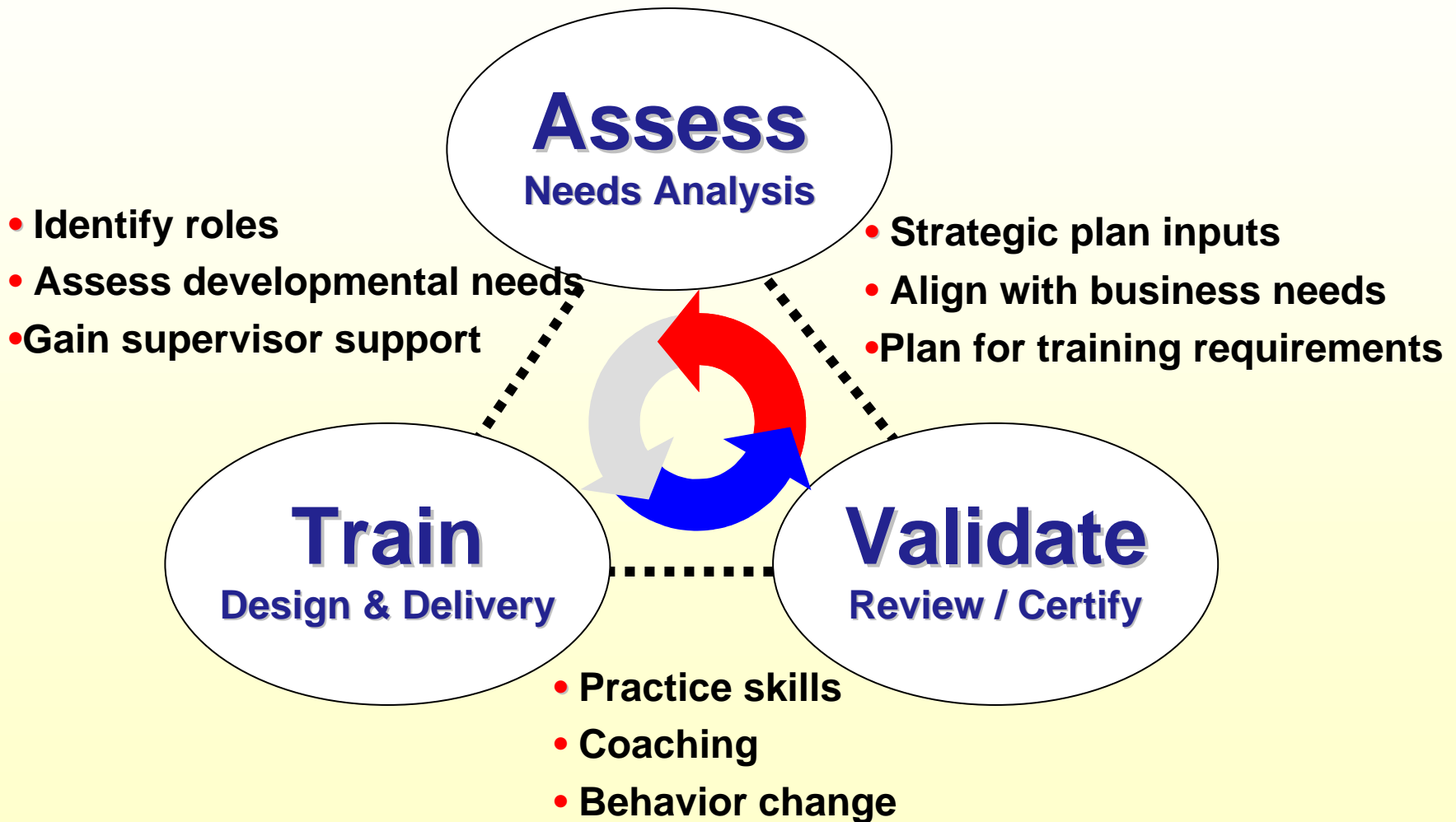
# DISA Training Assessment

- **DISA COMPetency and Assessment Survey System (COMPASS)**
  - Tool to identify skill requirements, identify gaps in those requirements and provide learning and performance support to underwrite workforce competency
  - Provides an objective view of DISA needs at individual, organizational, and command level.
    - Command and organizational level:
      - Identify inventory of employee skills and capabilities
      - Link those skills to mission requirements
      - Invest in resources to continue to develop skills where required
  - Military and civilian



# COMPASS

## Implementation Phases





# Next Steps

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- **Fall 2002:**
  - **Training Conference Trip Report**
  - **Continue AMETL refinement**
    - **Longer term – review C4 representation in UJTLs**
  - **Brief DISA senior leaders on DRRS, JRRS, AMETLs, Joint Training, and other requirements**
    - **Discuss issues, options, costs, benefits, resources required and available**
    - **Prioritize**
    - **Determine roles and responsibilities for DISA**
  - **Develop and begin to implement plan based on senior leadership direction**

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**Mark Doehnert**  
**DISA Strategic Plans, Programming,**  
**and Policy**  
**701 S Courthouse Rd**  
**Arlington VA 22204-2199**  
**703 607-6785**  
**DSN 327-6785**  
**[Doehnerm@ncr.disa.mil](mailto:Doehnerm@ncr.disa.mil)**

AETC – Air Education and Training Command (Keesler AFB)

AMETL – Agency Mission Essential Task List

APPS – DISA Applications Engineering Directorate

C2 – Command and Control

C4 - command, control, communications, and computers

CIAE – DISA Chief Information Assurance Executive

CJCSI – Chairman JCS Instruction

Comms - communications

CONPLAN - Concept Plan

CS – DISA Computing Services Directorate

CSART – Combat Suport Agency Review Team

DICE - DoD Interoperability Communications Exercise  
DISA – Defense Information Systems Agency

DPG - Defense Planning Guidance

DRRS – Defense Readiness Review System

GAO – Government Accountiung Office

GCCS - Global Command and Control System

GIG - Global Information Grid

IA – information assurance

OIG – Inspector General

IO – Information operations

JBS - Joint Broadcast System

JCS – Joint Chiefs of Staff

JRRS – Joint Readiness review System

JTFs – Joint Task Force

JTIC – DISA's Joint Interoperability Test Command

JUICE- Joint User Interoperability Communications

Exercise

NCS – National Communications System

NS – DISA Network Services Directorate

OPLAN - Operation plans

OPS – DISA Operations Directorate

OSD – Office of the Secretary of Defense

QDR – Quadrennial Defense Review

UJTL – Universal Joint Task List

USC – United States Code